

## ***Training Tool - Diversity, Equity, and Inclusion Filters***

Discuss each question. If the answer for a potential service or program is “no,” explore how this might be addressed, either through this service or program, or through another service or program

### Planning

- Does this service or program align with our Mission and our Strategic Plan?
- Does the content of this service or program provide diversity of thoughts, ideas, opinions, perspectives, experiences, etc.?
- Do staff, speakers, and/or presenters of this service or program provide diversity in gender, race, ethnicity, age, experience, etc.?
- Does this service or program provide the opportunity for participants to engage with diverse people and ideas?
- Are there opportunities for this service or program to align with other community goals?

### Community Impact

- Who's present? Who does this service or program reach or serve?
- Who's missing? Who doesn't this service or program reach or serve?
- Are we aware of groups that may be left out with this service or program because of
  - Barriers of work schedule, childcare, transportation, etc.?
  - Language differences?
  - Cultural differences?
  - Expectations that children are in a certain school system?
  - Expectations that participants are at, below, or above a certain income level?
  - Assumed awareness of community resources, service agencies, etc.?
- Does this service or program assume a shared cultural value such as
  - Common educational, religious, etc. experience?
  - Parent engagement in schools?
  - Other competing values or systems?
- Does the success of this service or program rely on
  - English as a first language?
  - Participants having a certain level of financial resource?

### Measurement and Implementation

- Are marketing and promotional materials culturally competent?
- Are measurement tools culturally competent?
- How are different groups impacted by this service or program? Do we understand why? (ensuring both narrative and quantitative data)